



Fastball St. Albert Association Coach Selection, Expectations and Evaluation Policy

Purpose and Philosophy

Fastball St. Albert (FSA) strives to provide both recreational and competitive levels of playing opportunities to players. In order to achieve this goal, we require volunteers to coach these teams and recognize that trained coaches provide a better experience for players. This policy will outline the way in which FSA will select coaches for teams, the expectations of selected coaches as well as how they will be evaluated.

1.0 Coach Selection

1.1 Application Process

- 1.1.1** An individual interested in coaching an FSA team must complete and submit the FSA Coach Application form expressing their interest in coaching.
- 1.1.2** Applications for teams evaluating in the fall will normally be submitted before the September evaluations.
- 1.1.3** FSA may approach individuals to submit a coaching application where the need exists for coaches or where the individual has a background that would be an asset for our players.
- 1.1.4** FSA reserves the right to accept coach applications after any deadlines identified in order to find a suitable coach for a team.
- 1.1.5** The FSA Board has the discretion to accept or refuse an application to coach.

1.2 Selection Process

- 1.2.1** The Director of Coach Development with Board support as required will review accepted Head Coach applications and consider the following:
 - Whether any Softball Alberta Training has been completed and what certifications the volunteer already has.
 - Coaching and player experience in the sport of fastball.
 - Previous coaching history in sport.
 - Previous coach evaluation feedback where the individuals has previously coached for FSA. This would also include any formal complaints received and any grievances that have occurred.
 - Preference will be given to volunteers who do not have a player evaluating for the team they wish to coach. This is highly desired for competitive level teams.
 - Where the volunteer is a parent volunteer wishing to coach their player's team, the level at which that player evaluated.
 - The number of applications received and the number of teams needing coaches.
- 1.2.2** The Coach Selection Committee (comprised of the Director of Coach Development, 1 executive level board member and in some cases a 3rd board member) may invite the candidates to participate in a formal interview depending on the situation and applications received.
- 1.2.3** Where a formal interview process is taking place, all candidates will be asked a consistent set of standardized questions to gather comparable information.
- 1.2.4** Where only 1 coach has applied for a team or where there is only 1 qualified candidate, The Director of Coach Development may conduct an informal interview



with the candidate to gather any additional information required. If the Director feels the team should be awarded to the candidate, this recommendation will be brought to the Coach Selection Committee for final approval.

- 1.2.5** The Coach Selection Committee has the authority to award the Head Coach position for a team. Communication to the successful candidate will occur by the Director of Coach Development.
- 1.2.6** Care will be taken to avoid an overt conflict of interest in terms of Selection Committee members for any situations as needed.
- 1.2.7** Assistant Coaches will be selected and recruited by the head coach, however the FSA board reserves the right to refuse any assistant coach selections.

2.0 Coach Expectations

2.1 Training and Certification

- 2.1.1** Coaches must abide by Softball Alberta requirements for training/certification based on the team level being coached and events attending i.e., provincials, post provincials.
- 2.1.2** The following are the minimum certification requirements set out by Softball Alberta and FSA for Head Coaches and should be achieved prior to the start of the season:

Category	Level	Certification	Requirement
U9		CS, MED	Recommended
U11	A	CS, MED	Certified
	B	CS, MED	Recommended
U13	A/B/C	CS, MED	Certified
U15	A	CS, CI*, MED	Trained
	B/C	CS, MED	Certified
U17	A	CI, MED	Trained
	B	CS, CI*, MED	Trained
	C	CS, MED	Trained
U19	A	CI, MED	Trained
	B	CS, CI*, MED	Trained
	C	CS, MED	Certified

Legend: CS – Community Softball (Level 1), CI – Competition – Introduction (level 2 equivalent), MED – Making Ethical Decisions – Online Evaluation

* If coaching a team in a category that leads to post provincial play, the coach must be competition introduction certified including MED.

- 2.1.3** All FSA Head and Assistant Coaches are encouraged to take NCCP’s Community Softball coaching clinic. Upon completion of the clinic FSA will provide a reimbursement of the registration fees associated with attending this clinic.
- 2.1.4** Upon completion of the clinic and on field evaluation, FSA will reimburse each team’s head coach to attend the Competition – Introduction coaching clinic where that level of certification is required, or where the FSA board determines that such certification is of benefit to the Association.
- 2.1.5** All Head and Assistant coaches will be required to obtain a Criminal Record – vulnerable sector check at the start of the season. A letter will be provided to



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coaches so there will be no cost incurred by the coaches.

2.2 Team

- 2.2.1 Coaches will schedule a team meeting at the start of the season and communicate their coaching philosophy and expectations of parents and players for the season during this meeting.
- 2.2.2 Coaches will ensure that their team identifies a parent liaison and that all families are made aware of who this person is for any issues that arise.
- 2.2.3 Coaches will discuss roles and expectations of any Assistant Coaches including:
 - Expectations of commitment levels
 - Expectations of tasks
 - Expectations regarding input into game lineups, player play time etc.Assistant Coaches are to understand that the expectations may vary from one Head Coach to another. These conversations will ensure the Assistant Coach is provided with a clear understanding of what to expect and can choose to step out at the beginning of the season should the expectations not be acceptable to the Assistant Coach. This will proactively mitigate potential conflict that could occur.
- 2.2.4 Coaches are responsible for making the board aware of any conduct issues that occur (coach or parent or player) during the season. Issues should be brought forward in a timely manner.
- 2.2.5 Coaches are expected to return all FSA equipment used by the team promptly at the end of the season.

2.3 Conduct

- 2.3.1 Coaches must demonstrate patience with players and recognize players have different strengths and will learn at different speeds. Interactions with players will always maintain appropriate boundaries and always be respectful.
- 2.3.2 Coaches are expected to encourage, promote and demonstrate sportsmanlike conduct. This includes treating all players and coaches of other teams with respect.
- 2.3.3 Coaches are required to treat all umpires with respect and dignity. Coaches will avoid confrontational behavior and speak respectfully with umpires using appropriate methods of appeal during games.
- 2.3.4 Coaches will monitor the behavior of their team and fans and take necessary measures to ensure proper conduct.
- 2.3.5 Coaches must be drug and alcohol free during team practices and games and will not use tobacco products in the dugout or on the playing field.
- 2.3.6 All coaches are expected to conduct themselves in line with the FSA Coach Code of Conduct as posted on the FSA web site in addition to adhering to all expectations outlined in this policy.
- 2.3.7 Where the Board receives a complaint regarding a head coach or assistant coach's behavior and it is determined by the Board to be in contradiction of FSA's Code of Conduct for coaches and/or this policy, the coach may face



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disciplinary action. Discipline may include a verbal warning, suspension for a pre-determined amount of time, or complete suspension from coaching for FSA.

- 2.3.8** Previous complaints received and severity of the complaint(s) will be considered when determining disciplinary actions to be taken.

3.0 Coach Evaluation

3.1 Collection of Feedback

- 3.1.1** FSA sends out a yearly coach feedback form to collect feedback from players regarding their coaching experiences from the year.
- 3.1.2** Feedback is reviewed by the board and will be used in subsequent years in the coach selection process.
- 3.1.3** Coach feedback will be shared with the receiving coach where deemed necessary by the board e.g., in the case of consistent negative feedback.
- 3.1.4** Feedback will be used as an opportunity for growth and development wherever possible.